

CONSTITUTION

OF THE

Sup
Amalgamated Rubber Workers' Union

OF

AMERICA.



Affiliated with

American Federation of Labor.

• • •

Adopted by the First Annual Convention held at
Washington, D. C., November 6-8, 1902.

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HEADQUARTERS:

BOSTON, MASSACHUSETTS, U. S. A.

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PREAMBLE.

Recognizing the fact that organization is necessary for the amelioration and final emancipation of labor, therefore, we have organized the "Amalgamated Rubber Workers' Union of America."

We declare: (1) That labor creates all wealth, but the laborer does not receive his due share of the wealth he produces; therefore, (2) To enable him to secure his full rights, he must unite with his fellow-workers, so as to accomplish by united action what is impossible by individual effort.

CONSTITUTION.

ARTICLE I—NAME.

This organization shall be known as the Amalgamated Rubber Workers' Union of America.

ARTICLE II—OBJECTS.

The object of this Rubber Workers' Union shall be to unite all rubber workers by the

encouragement and formation of local unions to assist them in securing employment, to raise the standard of wages, the reduction of hours of labor, and by all honorable means to improve the intellectual, economical and social status of the rubber workers in America, and by fraternally affiliating with the American Federation of Labor, become a part of the great labor movement of the world.

ARTICLE III--CONVENTION.

Section 1. The convention shall take place at such time and place as designated by the previous convention.

Sec. 2. Every delegate to the convention must be in possession of certified credentials. He must be a member of the Amalgamated Rubber Workers' Union of America for at least six consecutive months; excepted from this rule shall be such delegates whose locals have not been in existence such a length of time.

Sec. 3. No local shall be permitted representation in a convention unless it has been chartered at least sixty days, and has paid at least one month per capita tax.

Sec. 4. The expenses of delegates to the convention must be borne by the locals. The expenses of the General President and the General Secretary-Treasurer shall be borne by the International Union.

Sec. 5. The representation of the locals at the convention shall be as follows: Locals of one hundred members or less shall be entitled to one delegate; one hundred to five hundred, two delegates; five hundred to one thousand, three delegates; one thousand and over, four delegates.

Sec. 6. The vote in convention shall be one vote for each delegate, and no local shall be entitled to more than four delegates.

Sec. 7. Each local shall notify the General Secretary-Treasurer, at least two weeks before the convention is held, of the names of its delegates, giving address.

Sec. 8. The credentials to the convention must be upon the blanks furnished by the General Secretary-Treasurer, and only such delegates be admitted to the convention as are in possession of credentials to which the seal of the local and the signature of its President and Secretary are affixed.

Sec. 9. One-third of the delegates present in the convention shall constitute a quorum.

Sec. 10. The General President shall represent the International Union at the convention.

Sec. 11. All the amendments to the constitution shall be decided at the convention, and it shall require a two-thirds vote.

Sec. 12. The officers elected at each con-

vention shall on the first day of December succeeding the convention assume and perform the duties of their respective offices.

Sec. 13. No proxy representation shall be allowed in the convention.

Sec. 14. The convention shall elect representatives to the American Federation of Labor, said representatives to be subject to the instructions of the General Executive Council.

Sec. 15. No delegate shall be seated in the convention from any local unless his local is in good standing.

ARTICLE IV—OFFICERS.

Section 1. The general officers shall be a General President, three Vice-Presidents, a General Secretary-Treasurer, who are hereby constituted the General Executive Council of the International Union. Not more than two of the Vice-Presidents shall be located in the same town or city. The General President and General Secretary-Treasurer shall act as chairman and secretary of the General Executive Council. No member of the International Union shall be eligible for office on the General Executive Council who has not been a member for one year, and under no circumstances shall a member be eligible who has ever been expelled from the International Union. In addition to the above officers there shall be a General Organizer, who shall not

however, be a member of the General Executive Council.

Sec. 2. The General President, three Vice-presidents, General Secretary-Treasurer and General Organizer shall be elected at the annual convention.

Sec. 3. The General President and General Secretary-Treasurer shall be members of the succeeding convention in case they are not delegates, but without vote.

Sec. 4. The terms of the officers of the Amalgamated Rubber Workers' Union of America shall expire on the first day of December succeeding the convention.

Sec. 5. Local unions shall elect one member each, whose names shall be submitted to the General Executive Council. From this list of names three members shall be elected by the General Executive Council to constitute a committee to audit the financial accounts of the General Secretary-Treasurer. A report of the findings of the committee shall be made at the convention.

Sec. 6. Any vacancy occurring in the General Executive Council shall be filled by the General Executive Council.

Sec. 7. No member of the International is entitled to be elected as an officer of the Amalgamated Rubber Workers' Union of America unless actually employed at the business or working as an officer of the craft.

ARTICLE V—DUTIES OF THE GENERAL PRESIDENT.

Section 1. It shall be the duty of the General President to preside at all general conventions, to exercise general supervision over the Amalgamated Rubber Workers' Union of America throughout its jurisdiction; to sign official documents; to travel, with the consent of the Executive Council, whenever required in the interest of the International; to submit to the General Secretary-Treasurer at the end of each month an itemized account of moneys, traveling, and incidental, expended by him in the interest of the International and see that the bonds of the General Secretary-Treasurer are properly filed, and at the end of his term of office he shall report his acts and doings to the convention. The General President, if not a delegate, shall have a casting vote in case of a tie, but shall not vote any other time. He shall be required to devote his time to the interests of the International when called upon. He shall call meetings of the General Executive Council when necessary, and shall preside over all their deliberations. He shall receive such remuneration for his services, payable weekly, as is otherwise provided in this constitution.

Sec. 2. In case of vacancy in the office of General President by death, resignation or other cause, the First Vice-President shall per-

from the duties of the General President until his successor is elected. In the event of such vacancy in such office, it shall be the duty of the General Secretary-Treasurer to issue, within ten days from the date of such vacancy, a call for a meeting of the Executive Council at the headquarters of the International for the purpose of electing a General President to fill such vacancy.

ARTICLE VI—DUTIES OF THE GENERAL SECRETARY-TREASURER.

Section 1. The duties of the General Secretary Treasurer shall be to take charge of all books, moneys, papers and effects of the International Union; to conduct the correspondence pertaining to his office; to furnish the elective officers with necessary stationery; to convene and act as Secretary of the convention, and furnish the Committee on Credentials at convention a statement of the finances of each local union of the International; to furnish to secretaries of all local unions a list of names and addresses of secretaries and organizers in his possession; to receive and collect all moneys due the International, giving receipt therefor. He shall pay out money on the approval of the General President. He shall submit to the Auditing Committee for their inspection bills, vouchers, etc., for all money expended; to close all accounts of the

International one month prior to the annual election of the International and all monies received or disbursed after said date shall be reported in the general balance account for the ensuing year. He shall furnish a financial report, monthly, to each local union of the Amalgamated Rubber Workers' Union of America. He shall give a surety bond of \$3,000 for the faithful performance of his duties, and for his services he shall receive such remuneration, payable weekly, as otherwise provided for in this constitution.

Sec. 2. All books and financial accounts shall at all times be open to the inspection of the General President and the General Executive Council or the official board of any local union.

ARTICLE VII—DUTIES OF THE GENERAL ORGANIZER.

Section 1. The International shall have a General Organizer.

Sec. 2. It shall be the duty of the General Organizer to establish new locals, and to perform such other duties as may be beneficial to this organization. He shall also keep in close communication with the General Secretary and Treasurer, and make a thorough report to the annual convention as well as monthly reports to the General Secretary-Treasurer. To the General Executive Council and the General

rganizer, subject to the approval of the General Executive Council, shall have the power to appoint local organizers, who shall be reimbursed for their services.

Sec. 3. The members of the General Executive Council shall be commissioned organizers in their respective States.

Sec. 4. All expenses of State or Local organizers shall first be authorized by the General Executive Council before work is done.

ARTICLE VIII—EXECUTIVE COUNCIL

Section 1. It shall be the duty of the General Executive Council to watch legislative matters directly affecting the interests of the rubber workers or working people in general; to initiate, whenever necessary, such legislative action as the International may direct, and in conjunction with the General Organizer appoint all district and local organizers, said organizers to be recommended by a majority of the members in said district or nearest local union.

Sec. 2. The General Executive Council shall use every possible means to organize new local unions.

Sec. 3. While we recognize the right of each local union to manage its own affairs, it shall be the duty of the General Executive Council to secure the unification of all local

unions of the International, so far as to assist each other in strike or lockout.

Sec. 4. The General Executive Council shall endeavor to have the union label put in force by all local unions wherever and whenever practicable.

Sec. 5. The remuneration for loss of time by the members of the General Executive Council shall be their regular day's wages and traveling expenses.

Sec. 6. The General Executive Council shall have power to make rules to govern matters not in conflict with this constitution or the by-laws of local unions, and shall report accordingly to the International.

ARTICLE IX — ELECTION OF OFFICERS.

Section 1. The election of officers for the Amalgamated Rubber Workers' Union of America shall be by a majority vote of the convention. Should no candidate receive a majority upon the first ballot, then there shall be a new ballot taken, and all candidates shall be dropped from the list except the one receiving the highest number of votes and the one receiving the next highest number of votes.

ARTICLE X — SALARIES.

Section 1. The salary of the General Pre-

ent, General Secretary-Treasurer, and the General Organizer in full for services rendered during term of office, shall be \$20.00 weekly and legitimate expenses.

ARTICLE XI—APPEALS.

Section 1. All appeals from the decisions of a local union shall be submitted to the General Executive Council, and if not satisfied with the verdict of that body, he shall be permitted to present his case to the International Union at a regular session, which judgment shall be final.

ARTICLE XII—REVENUE.

Section 1. The revenue of the International Union shall be derived as follows: From charters and outfits for local unions, \$10.00, and 15 cents per capita tax monthly from local unions, to be paid in advance, and \$1.00 from each initiation fee of local unions. The dues of local unions shall not be less than 50 cents per month, and the initiation fee of local unions shall not be less than \$2.00. Money so received from local unions shall be receipted for by the General Secretary-Treasurer. Returns from the local unions, under seal, shall be made monthly to the General Secretary-Treasurer, stating the number of members and the amount so forwarded to the order of the International Union.

Sec. 2. The fiscal year of this union shall

begin on the 1st day of December and end the 30th of November.

Sec. 3. The funds of the International shall be used for the general expenses and the defence of the trade.

Sec. 4. The General Executive Council shall have power, when necessary, to levy assessments on all members, stating the cause of such assessments.

ARTICLE XIII--STRIKES, LOCKOUTS AND ASSESSMENTS.

Section 1. The officers of the International Union shall, when called upon to do so, lend every possible effort in aid of members who are called out on strike. The General Secretary and Treasurer shall give free use of International seal on all circulars needed to further the interests of members locked out on strike.

Sec. 2. Where no local joint Executive Council exists it is mandatory upon locals to confer annually or oftener to establish a uniform wage scale or to take means for its enforcement.

Sec. 3. The General Executive Council, when they deem that such a local is entitled to receive assistance, shall make an assessment not exceeding five cents per member per week upon all other local unions of the International. Such assessment shall remain in force

a period not exceeding five continuous weeks, unless otherwise ordered by the General Executive Council.

Sec. 4. Any local union failing to pay their per capita tax or the assessments levied by the General Executive Council within a period of three months shall be suspended, and shall not be reinstated until all arrearages are paid in full.

Sec. 5. Accompanying a call for an assessment shall be a circular from the President of the International, giving a detailed account of the strike or lockout.

Sec. 6. No local union shall be entitled to benefits from strike assessment fund of the International until they have been three months affiliated, have paid their month's per capita tax, and are in good standing.

Sec. 7. In case a local union becomes engaged in a strike or lockout and has only been affiliated for a period less than three months, and such union shall appeal to the International for help, the General President shall call upon all affiliated local unions for aid.

ARTICLE XIV—THE LABEL.

Section 1. The label, stamp or device used and intended to be used, by this International, for the purpose of distinguishing the products of the labor of the members of this International, shall consist of an imprint containing

the words "Amalgamated Rubber Workers Union of America," also the words "Union Made" and Factory No." Said label shall be of the following design:



Sec. 2. The International shall, through its principal officers, cause said label, stamp or device to be registered in all states and territories and provinces where registration is or may hereafter be recognized by law, and shall through its principal officers, issue to local unions or subordinate bodies said label, stamp or device in such sizes as may be necessary and expedient.

Sec. 3. No subordinate union or combination of subordinate unions shall issue label of different design than contained in Section 2 of this article.

Sec. 4. The General Executive Council shall have discretionary power in making rules governing the use of the "Union Stamp" and shall not issue the "Union Stamp" to any factory unless contract is approved by the local union.

RULES GOVERNING LABELS.

1. The label, stamp or device shall be the property of the Amalgamated Rubber Workers' Union of America.
2. The label, stamp or device must not be loaned.
3. The label, stamp or device is to be used only in work made by members of the Amalgamated Rubber Workers' Union of America.
4. The label shall be in the custody of the Financial Secretary of the local whose members are employed in said establishment, and said local shall have jurisdiction over its use, subject at all times to the General Executive Council of the A. R. W. U. of America.
5. Any failure to comply with any of the above rules will terminate the lease, and labels, stamps or devices shall be withdrawn from such office so violating the rules.

ARTICLE XV.

ORDER OF BUSINESS.

1. Call to order.
2. Presenting Credentials.
3. Report of Committee on Credentials.
4. Call of Roll.
5. Reading of Minutes.
6. Appointment of Committees.
7. Communications and Bills.

8. Resolutions, Memorials, and Petitions.
9. Reports of Officers.
10. Reports of Committees.
11. Unfinished Business.
12. Election of Officers.
13. Installation of Officers.
14. New Business.
15. Adjournment.

ARTICLE XVI — MISCELLANEOUS

Section 1. Charters to local unions shall be granted by the General President or General Secretary-Treasurer of the International, by and with the consent of the Executive Council of the Amalgamated Rubber Workers' Union of America.

Sec. 2. Seven men over 18 years of age working at the rubber industry may form a local union of the International by paying a fee of \$10.00, which entitles them to charter seal, and supplies.

Sec. 3. Each local union shall have power to fix its own by-laws, initiation fee and dues, not in conflict with this constitution.

Sec. 4. Each local union shall have membership, traveling, transfer and withdrawal cards issued by the General Secretary-Treasurer of the International Union.

Sec. 5. Members of one local union may

request be transferred to another by paying their dues to date and 10 cents for a transfer card; but in case the initiation fee in the local union he wishes to become a member of is higher, he can be compelled to pay the difference at the option of such local union.

Sec. 6. Each local union shall send regular monthly reports to the General Secretary-treasurer on blanks furnished by the International Union. Locals more than three months in arrears with their reports may be suspended.

Sec. 7. It shall be mandatory on the part of all affiliated locals to bond their treasurers, and other officers who handle money, in some security company.

Sec. 8. Any local union desiring to use the label on rubber goods made by them shall be allowed to arrange the label in any position which will be best suited to attach to the machinery; but shall not be allowed to change in any way the design of the label.

Sec. 9. Each and every local union and each and all members must conform to, and abide by, the rules and regulations established at the annual convention of the A. R. W. U. A.

Sec. 10. No person shall be initiated within a local union, who works in a factory or plant which is under the jurisdiction of another

local union without the written consent of union.

Sec. 11. Any person expelled from local union cannot be admitted to membership by another local union without the written consent of said local union.

Sec. 12. If any member of a union made false answers and gained admission to the A. R. W. U. of A., or who shall violate any of the principles of the International Union, who shall offend against these articles or by-laws, shall be subject to a fine, suspension or expulsion.

Sec. 13. Whenever a charge or charges preferred against a member or members, shall be read in open meeting; the President shall thereupon refer a copy of the same to a trial committee of three members, whose duty it shall be to investigate the matter. The member whom charges are preferred against shall be notified to be present and give testimony in his own behalf. The committee shall sit and hear all the evidence and report their findings to the union, and, if sustained by two-thirds vote of the members present, same shall be recorded as the finding of the union; but the accused shall not be allowed to be present while the union is voting upon the report of the committee or upon the punishment to be inflicted, if found guilty.

Sec. 14. Any member who has been

lled from the A. R. W. U. of A., except for non-payment of dues or fines, shall not be restored to membership except by permission of the General Executive Council.

Sec. 15. Between conventions all disputes between members or local unions, upon matters strictly within the International, and not provided for in this constitution, shall be decided by the General Executive Council.

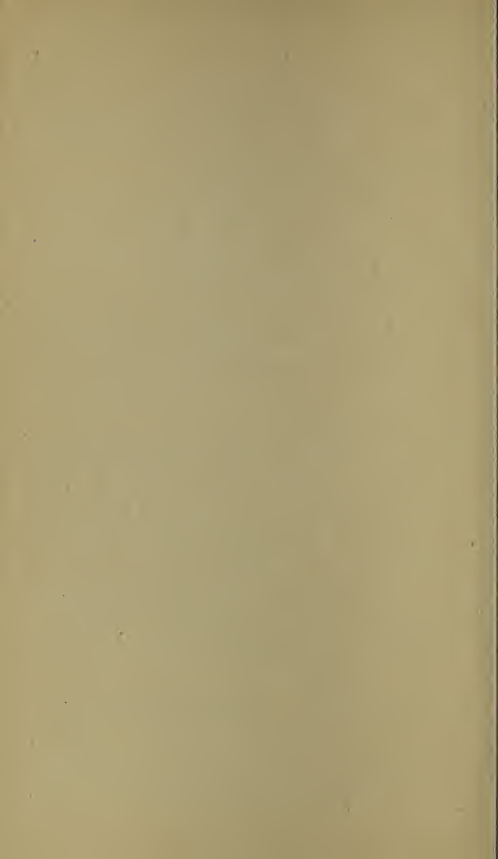
Sec. 16. The officers of a local union shall be a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sentinel, Guide, and such other officers as they may deem necessary.

Sec. 17. No party politics, or religious belief of any kind whatever, shall in any way have any place in the conventions of the amalgamated Rubber Workers' Union of America. Neither shall any party faction of any kind whatever be brought into it.

Sec. 18. The different local unions of the amalgamated Rubber Workers' Union of America shall be designated by number in the order of their organization.

ARTICLE XVII — AMENDMENTS.

This constitution can be amended or altered only at a regular session of the convention, and to do so it shall require a two thirds vote.



Amalgamated Rubber Workers' Union

— OF —

AMERICA.

Boston, Massachusetts, U. S. A.

PRICE LIST OF SUPPLIES

Certificates of affiliation (Charter, and Outfit),	-	\$
Duplicate Charter,	-	-
Press Seal,	-	-
Rituals, each,	-	-
Constitutions, each,	-	-
Traveling Cards (not less than 10), each	-	-
Withdrawal Cards (not less than 10), each	-	-
Transfer Cards (not less than 10), each	-	-
Membership Certificates (not less than 10), each	-	-
Working Cards, per 100,	-	-
Proposition Blanks, per 100,	-	-
Union Labels, per 1000,	-	-
Ledger, 100 pages,	-	-
Ledger, 200 "	-	-
Ledger, 300 "	-	-
Ledger, 400 "	-	-
Ledger, 500 "	-	-
Day Book, 100 pages,	-	-
Treasurer's Account Book,	-	-
Treasurer's Receipt Book,	-	-
Secretary's Order Book,	-	-
Minute Book,	-	-
Roll Call Book,	-	-
Official Letter Paper, with seal, per 100,	-	-
Official Note Paper, with seal, per 100,	-	-
Official Envelopes per 500,	-	-

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